



General Assembly

February Session, 2012

Raised Bill No. 154

LCO No. 634

00634_____LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

***AN ACT CONCERNING STATE EMPLOYEES AND VIOLENCE AND
ABUSIVE CONDUCT IN THE WORKPLACE.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 4a-2a of the 2012 supplement to the general
2 statutes is repealed and the following is substituted in lieu thereof
3 (*Effective from passage*):

4 (a) For the fiscal year ending June 30, 1999, and each fiscal year
5 thereafter, the Commissioner of Administrative Services, in
6 consultation with the Commissioner of Mental Health and Addiction
7 Services and the Commissioner of Emergency Services and Public
8 Protection, shall, within the limits of available appropriations, provide
9 an appropriate program of workplace stress awareness and prevention
10 for state employees.

11 (b) On or before January 1, 2012, the Commissioner of
12 Administrative Services shall develop an employee training program
13 to instruct state employees on workplace violence awareness,
14 prevention and preparedness. Any full-time employee, as defined in
15 section 5-196, employed by the state prior to January 1, 2012, shall be

16 required to attend the training described in this subsection. Any full-
 17 time employee employed by the state on or after January 1, 2012, shall
 18 be required, not later than six months from the date of hire, to attend
 19 the training described in this subsection as a condition of his or her
 20 employment.

21 (c) On or before January 1, 2013, and annually thereafter, the
 22 Commissioner of Administrative Services shall submit a report, in
 23 accordance with the provisions of section 11-4a, to the Governor and
 24 the joint standing committee of the General Assembly having
 25 cognizance of matters relating to public employees summarizing the
 26 number of complaints of workplace violence or abusive conduct
 27 involving state employees and the outcomes of such complaints for the
 28 preceding year. Such report shall include recommendations for
 29 administrative or legislative action related to such complaints.

30 (d) For the purposes of subsection (c) of this section, (1) "abusive
 31 conduct" means conduct or a single act of a state employee in the
 32 workplace that is performed with malice and is unrelated to the state's
 33 legitimate interest that a reasonable person would find hostile or
 34 offensive considering the severity, nature and frequency of the conduct
 35 or the severity and egregiousness of the single act. Abusive conduct
 36 includes, but is not limited to, (A) repeated infliction of verbal abuse
 37 such as the use of derogatory remarks, insults and epithets; (B) verbal
 38 or physical conduct that a reasonable person would find threatening,
 39 intimidating or humiliating; or (C) sabotaging or undermining a
 40 person's work performance; and (2) "state employee" means all state
 41 agency personnel, but does not include contractors, subcontractors or
 42 vendors of the state.

43 Sec. 2. (*Effective from passage*) On or before January 1, 2013, the
 44 Commissioner of Administrative Services, or the commissioner's
 45 designee, in consultation with the Commissioners of Emergency
 46 Services and Public Protection, Construction Services and Mental
 47 Health and Addiction Services, or their designees, shall, within

48 existing budgetary resources, establish policies and procedures for
49 preventing, reporting, evaluating and investigating complaints of
50 abusive conduct occurring in the workplace between state employees.

This act shall take effect as follows and shall amend the following sections:		
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Section 1	<i>from passage</i>	4a-2a
Sec. 2	<i>from passage</i>	New section

Statement of Purpose:

To require the Department of Administrative Services to report the number of complaints of abusive conduct in the workplace between state employees to the General Assembly.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]